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*Revised  
Run by DDO/IG*

10 October 1979

MEMORANDUM FOR THE DIRECTOR

FROM: [REDACTED]

Special Assistant for CI

SUBJECT: Your Memo to DDCI, DDO and IG

I would like to recommend the following changes:

1. As written, I believe 2b will unnecessarily raise a storm.  
I suggest instead:

"2.b. As you are well aware, I have been troubled for the past two and one-half years with what I perceive to be a lack of an adequate personnel planning system in this Agency. By promoting [REDACTED] I want to send a clear signal to all who become knowledgeable that we have got to treat our people with more consideration and with as close to total fairness as we can."

2. I would delete last sentence of paragraph [REDACTED] You are promoting [REDACTED] because you believe he has been wronged. The fact that it might be an easy way out is not relevant in my mind. *OK - was mentioned on pink write sheet*

3. Para 4b of your memo is wrong and should be deleted. That is not how the system works. There are no quotas of promotions assigned to components of the DO. *OK -*

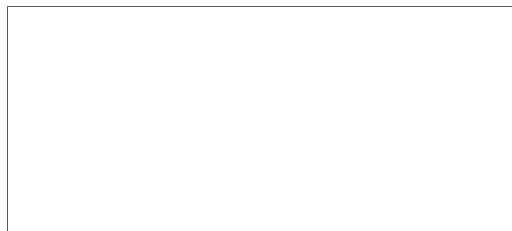
4. Re your para 4c: Yes, we do have ways of ensuring that officers are given credit for highly sensitive operational accomplishments. The mechanics of doing that can be improved considerably, however. I would add the following to your para 4c:

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"I want it established by regulation that when an officer achieves a particular goal of a very sensitive nature that a memo enter his personnel record requiring the promotion panels to consult with the appropriate division." *OK*

All portions are SECRET.




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4. I would appreciate it if we could ask ourselves how we believe we measure up against these specific concerns of just three years ago. Have the actions we've taken been likely to alleviate these concerns already? If not, is there a good prospect that they will in the future? If not, what are we going to do? (U)

STANSFIELD TURNER

cc: sent to   
per his request 10 Oct 79

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